

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: **Mark Pannek**  
**5657 Hamilton Trail**  
**Liberty Twp, OH 45011**

From: **Cincinnati Area Office**  
**John W. Peck Fed. Bldg**  
**550 Main St Room 10-019**  
**Cincinnati, OH 45202**



*On behalf of person(s) aggrieved whose identity is  
 CONFIDENTIAL (29 CFR §1601.7(a))*

EEOC Charge No.

EEOC Representative

Telephone No.

473-2018-01514

**William D. Coleman,**  
**Investigator**

(513) 684-7337

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
- The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

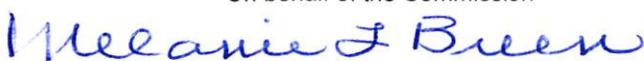
(See the additional information attached to this form.)

## Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age

**Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



JUL 10 2019

Enclosures(s)

Melanie L. Breen,  
 Area Office Director

(Date Mailed)

cc:

**Kara Wendell**  
**Employee Relations Project Analyst**  
**U.S. Bank**  
**800 Nicollet Mall**  
**Minneapolis, MN 55402**

**Joshua M. Smith, Esq.**  
**STAGNARO, SABA & PATTERSON CO., L.P.A.**  
**2623 Erie Avenue**  
**Cincinnati, OH 45208**

## INFORMATION RELATED TO FILING SUIT UNDER THE LAWS ENFORCED BY THE EEOC

*(This information relates to filing suit in Federal or State court under Federal law.  
If you also plan to sue claiming violations of State law, please be aware that time limits and other  
provisions of State law may be shorter or more limited than those described below.)*

**PRIVATE SUIT RIGHTS** -- **Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA),  
the Genetic Information Nondiscrimination Act (GINA), or the Age  
Discrimination in Employment Act (ADEA):**

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge **within 90 days of the date you receive this Notice**. Therefore, you should **keep a record of this date**. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed **within 90 days of the date this Notice was mailed to you** (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Courts often require that a copy of your charge must be attached to the complaint you file in court. If so, you should remove your birth date from the charge. Some courts will not accept your complaint where the charge includes a date of birth. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

**PRIVATE SUIT RIGHTS** -- **Equal Pay Act (EPA):**

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred **more than 2 years (3 years) before you file suit** may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit **before 7/1/10 – not 12/1/10** – in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice **and** within the 2- or 3-year EPA back pay recovery period.

**ATTORNEY REPRESENTATION** -- **Title VII, the ADA or GINA:**

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do **not** relieve you of the requirement to bring suit within 90 days.

**ATTORNEY REFERRAL AND EEOC ASSISTANCE** -- **All Statutes:**

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, **please make your review request within 6 months of this Notice**. (Before filing suit, any request should be made within the next 90 days.)

***IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.***

Enclosures(s)

cc: **Lisa M. Schmid**  
**U.S. BANK**  
**US Bancorp Center, Minneapolis**  
**800 Nicollet Mall**  
**Minneapolis, MN 55402**

## EEOC, CINCINNATI AREA OFFICE

EEOC Form 5 (5/01)

JUL 26 2018

<b>CHARGE OF DISCRIMINATION</b> This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		RECEIVED Charge Presented To: <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC <b>473-2018-01514</b> Agency(ies) Charge No(s):											
		and EEOC											
State or local Agency, if any													
Name (Indicate Mr., Ms., Mrs.) <b>Mr. Mark Pannek</b>		Home Phone (Incl. Area Code) <b>513-379-8493</b>	Date of Birth <b>05/06/1964</b>										
Street Address <b>5657 Hamilton Trail</b>		City, State and ZIP Code <b>Liberty Township, Ohio 45011</b>											
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)													
Name <b>US Bancorp</b>		No. Employees, Members <b>50+</b>	Phone No. (Include Area Code) <b>(612) 303-3671</b>										
Street Address <b>800 Nicollet Mall, BC-MN-H21N</b>		City, State and ZIP Code <b>Minneapolis, MN 55402</b>											
Name		No. Employees, Members	Phone No. (Include Area Code)										
Street Address City, State and ZIP Code													
DISCRIMINATION BASED ON (Check appropriate box(es).)													
<table style="width: 100%; text-align: center;"> <tr> <td><input type="checkbox"/> RACE</td> <td><input type="checkbox"/> COLOR</td> <td><input checked="" type="checkbox"/> SEX</td> <td><input type="checkbox"/> RELIGION</td> <td><input type="checkbox"/> NATIONAL ORIGIN</td> </tr> <tr> <td><input checked="" type="checkbox"/> RETALIATION</td> <td><input checked="" type="checkbox"/> AGE</td> <td><input type="checkbox"/> DISABILITY</td> <td><input type="checkbox"/> OTHER (Specify below)</td> <td></td> </tr> </table>				<input type="checkbox"/> RACE	<input type="checkbox"/> COLOR	<input checked="" type="checkbox"/> SEX	<input type="checkbox"/> RELIGION	<input type="checkbox"/> NATIONAL ORIGIN	<input checked="" type="checkbox"/> RETALIATION	<input checked="" type="checkbox"/> AGE	<input type="checkbox"/> DISABILITY	<input type="checkbox"/> OTHER (Specify below)	
<input type="checkbox"/> RACE	<input type="checkbox"/> COLOR	<input checked="" type="checkbox"/> SEX	<input type="checkbox"/> RELIGION	<input type="checkbox"/> NATIONAL ORIGIN									
<input checked="" type="checkbox"/> RETALIATION	<input checked="" type="checkbox"/> AGE	<input type="checkbox"/> DISABILITY	<input type="checkbox"/> OTHER (Specify below)										
DATE(S) DISCRIMINATION TOOK PLACE Earliest <b>10/2017</b> Latest <b>5/15/2018</b>													
<input type="checkbox"/> CONTINUING ACTION													
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):													
1. I am a male over the age of 40 and former employee of U.S. Bancorp ("US Bank") 2. I was employed by US Bank from approximately August 28, 2017 until May 15, 2018, my date of termination. 3. During my employment, I witnessed and was subjected to sexually inappropriate, unwelcome, and harassing behavior and comments in the workplace, including by one of my supervisors, John Gemrich, Senior Vice President of Lending Services. 4. During my employment, Mr. Gemrich frequently made sexually inappropriate comments about females which I found unwelcome, offensive, and degrading to myself and to women in general. 5. By way of example, Mr. Gemrich would repeatedly make statements about how much "p***y he gets," how he can "hit any p***y he wants," that he considers himself to be a "f***ing unicorn on the dating scene," and that he can "get any girl he wants." 6. Mr. Gemrich also sent an inappropriate and demeaning e-mail regarding one of his female subordinates to multiple other employees. A complaint was submitted to HR by this employee's manager regarding this e-mail, to which Mr. Gemrich responded during a staff meeting what a "bitch she was for going to HR." 7. Mr. Gemrich's behavior permeated throughout the workplace, and created a hostile work environment for myself and others. 8. In or about the Spring of 2018, I called US Bank's Ethics Line to file a complaint (#127146408) regarding Mr. Gemrich's inappropriate and demeaning behavior. In this complaint, I referenced many of the sexually inappropriate and demeaning remarks set forth above. I also provided US Bank with a number of witnesses to Mr. Gemrich's behavior, including my co-worker Tom Strotman. 9. In response, myself and a number of other employees were interviewed by Laurie Gray, US Bank's HR Business Partner. During my interview with Ms. Gray, I conveyed the same concerns regarding Mr. Gemrich's inappropriate behavior.													

10. On or about April 27, 2018, I was again interviewed, this time by Diane Watson (VP of HR) and Bryan Bolton, my direct supervisor at the time. During this interview, I again conveyed my concerns regarding Mr. Gemrich's sexually inappropriate behavior, but was told the meeting was only to address a separate issue regarding an inappropriate bet Mr. Gemrich coerced me into taking.
11. Also during this meeting, Mr. Bolton expressed his preference that I reach out directly to him regarding concerns rather than filing an ethics complaint, despite the ethics complaint being a clearly established policy by which employees can file complaints.
12. Shortly thereafter, on May 15, 2018, myself and Thomas Strotman, one of the other witnesses to Mr. Gemrich's behavior, were terminated.
13. In terminating my employment, US Bank claimed it was due to a "reorganization" and that the Company "simply did not have another available role" for me.
14. Despite claiming there was no other available role, there were at least two open risk management positions at that time, both of which directly reported to Mr. Bolton, and for which I was highly qualified given my years of experience in the field.
15. Additionally, another younger employee in my role, Alyson Roberts (age 39) was retained over me, despite being far less qualified and having far less years of experience than me.
16. The reason for my termination is false, and the real reason for my termination was in retaliation for my opposition to Mr. Gemrich's sexually inappropriate behavior, and complaints to US Bank regarding the same.
17. The reason for my termination was also based upon my age.

This charge is not dual filed with the OCRC. No investigation by the OCRC is requested as I wish to retain my rights to pursue a claim against US Bank for discrimination and retaliation under Ohio law; any submission of this charge to the OCRC should be done only to protect federal rights.

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p>	<p><b>NOTARY – When necessary for State and Local Agency Requirements</b></p>
<p>I declare under penalty of perjury that the above is true and correct.</p> <p><i>P. L.</i></p> <p>7-24-2018</p> <p>Date</p>	<p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p><b>SIGNATURE OF COMPLAINANT</b></p> <p><i>JOSHUA M. SMITH, Attorney at Law</i></p> <p><i>JOSHUA M. SMITH, Attorney at Law</i></p> <p>NOTARY PUBLIC, STATE OF OHIO My Commission Expires: NOV 2019 Sec. 137.02 R.C.</p> <p><b>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE</b> (month, day, year)</p>

EEOC, CINCINNATI AREA OFFICE

JUL 26 2018

RECEIVED



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: Thomas Strotman  
5012 Midfield Road  
Cincinnati, OH 45244

From: Cincinnati Area Office  
John W. Peck Fed. Bldg  
550 Main St Room 10-019  
Cincinnati, OH 45202



*On behalf of person(s) aggrieved whose identity is  
CONFIDENTIAL (29 CFR §1601.7(a))*

EEOC Charge No.

473-2018-01512

EEOC Representative

William D. Coleman,  
Investigator

Telephone No.

(513) 684-7337

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge.
- The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- Other (briefly state)

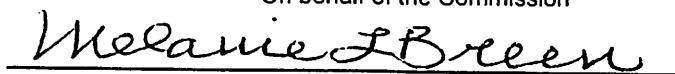
## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



JUL 10 2019

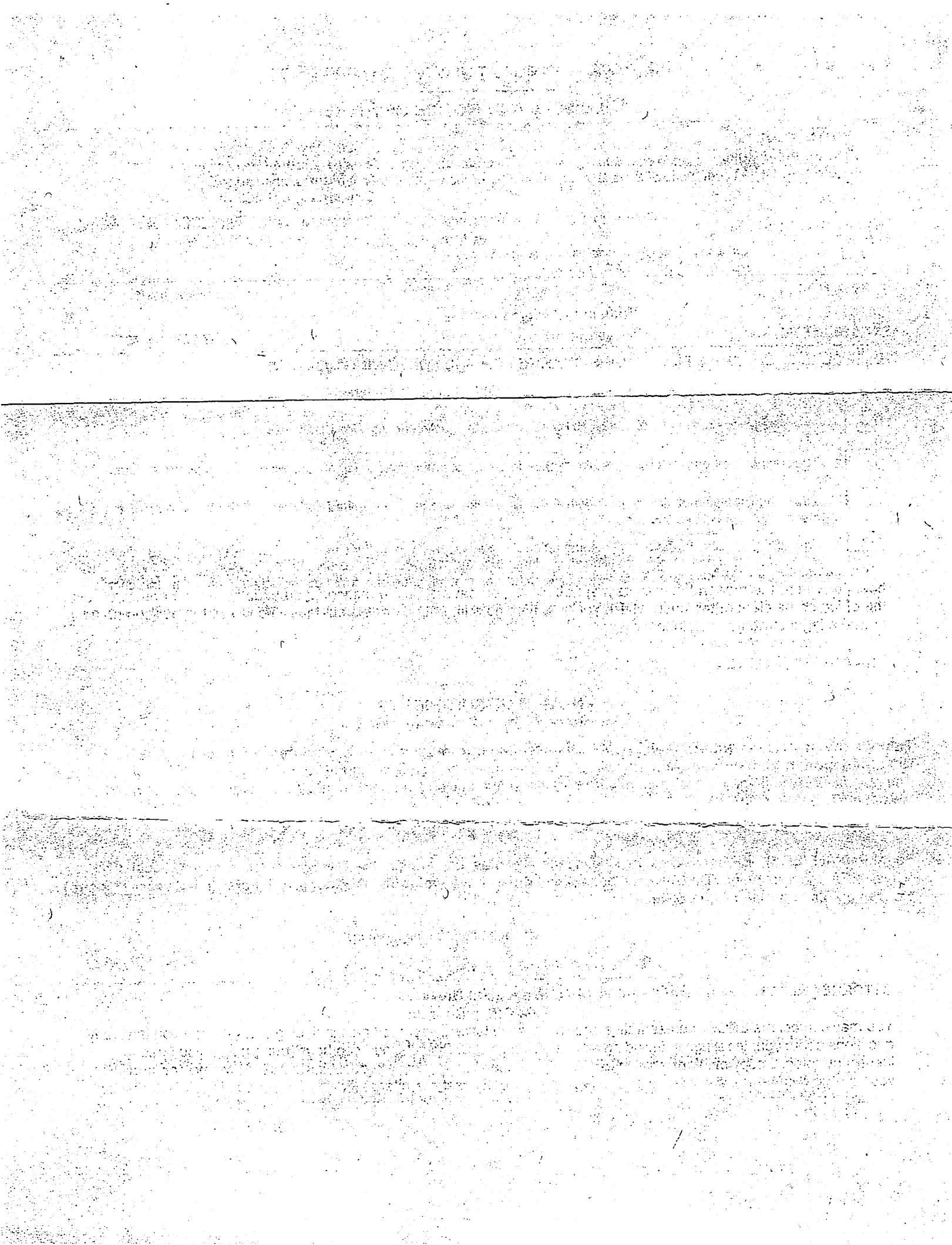
Melanie L. Breen,  
Area Office Director

(Date Mailed)

Enclosures(s)

cc: Kara Wendell  
Employee Relations Project Analyst  
U.S. Bank  
800 Nicollet Mall  
Minneapolis, MN 55402

Joshua M. Smith, Esq.  
STAGNARO, SABA & PATTERSON CO., L.P.A.  
2623 Erie Avenue  
Cincinnati, OH 45208



## INFORMATION RELATED TO FILING SUIT UNDER THE LAWS ENFORCED BY THE EEOC

*(This information relates to filing suit in Federal or State court under Federal law. If you also plan to sue claiming violations of State law, please be aware that time limits and other provisions of State law may be shorter or more limited than those described below.)*

**PRIVATE SUIT RIGHTS** -- **Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Genetic Information Nondiscrimination Act (GINA), or the Age Discrimination in Employment Act (ADEA):**

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge within 90 days of the date you receive this Notice. Therefore, you should **keep a record of this date**. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed within 90 days of the date this Notice was mailed to you (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Courts often require that a copy of your charge must be attached to the complaint you file in court. If so, you should remove your birth date from the charge. Some courts will not accept your complaint where the charge includes a date of birth. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

**PRIVATE SUIT RIGHTS** -- **Equal Pay Act (EPA):**

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred more than 2 years (3 years) before you file suit may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit before 7/1/10 – not 12/1/10 -- in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

**ATTORNEY REPRESENTATION** -- **Title VII, the ADA or GINA:**

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

**ATTORNEY REFERRAL AND EEOC ASSISTANCE** -- **All Statutes:**

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, please make your review request within 6 months of this Notice. (Before filing suit, any request should be made within the next 90 days.)

***IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.***

Enclosures(s)

cc: **Lisa M. Schmid**  
**U.S. BANK**  
**US Bancorp Center, Minneapolis**  
**800 Nicollet Mall**  
**Minneapolis, MN 55402**

**EEOC, CINCINNATI AREA OFFICE**

EEOC Form 5 (5/01)

III 26 2018

<p style="text-align: center;"><b>CHARGE OF DISCRIMINATION</b></p> <p>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p>	<p style="text-align: center;"><b>RECEIVED</b></p> <p>Charge Presented To:</p> <p><input type="checkbox"/> FEPA</p> <p><input checked="" type="checkbox"/> EEOC</p> <p style="text-align: right;"><b>473-2018-01512</b></p>	<p>Agency(ies) Charge No(s):</p> <p>and EEOC</p>
<p><i>State or local Agency, if any</i></p>		
<p>Name (indicate Mr., Ms., Mrs.) <b>Mr. Thomas Strotman</b></p>		<p>Home Phone (Incl. Area Code) <b>513-549-8771</b></p>
<p>Street Address <b>5012 Midfield Road</b></p>		<p>City, State and ZIP Code <b>Cincinnati, Ohio 45244</b></p>
<p>Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)</p>		
<p>Name <b>US Bancorp</b></p>		<p>No. Employees, Members <b>50+</b></p>
<p>Street Address <b>800 Nicollet Mall, BC-MN-H21N</b></p>		<p>Phone No. (Include Area Code) <b>(612) 303-3671</b></p>
<p>City, State and ZIP Code <b>Minneapolis, MN 55402</b></p>		
<p>Name</p>		<p>No. Employees, Members</p>
<p>Street Address</p>		<p>Phone No. (Include Area Code)</p>
<p><b>DISCRIMINATION BASED ON (Check appropriate box(es).)</b></p> <p style="text-align: center; margin-bottom: 10px;"> <input type="checkbox"/> RACE   <input type="checkbox"/> COLOR   <input checked="" type="checkbox"/> SEX   <input type="checkbox"/> RELIGION   <input type="checkbox"/> NATIONAL ORIGIN  <input checked="" type="checkbox"/> RETALIATION   <input checked="" type="checkbox"/> AGE   <input type="checkbox"/> DISABILITY   <input type="checkbox"/> OTHER (Specify below.)     </p>		
<p><b>DATE(S) DISCRIMINATION TOOK PLACE</b></p> <p>Earliest   <b>10/2017</b></p>		<p>Latest   <b>5/15/2018</b></p>
<p><input type="checkbox"/> CONTINUING ACTION</p>		
<p><b>THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s):</b></p> <ol style="list-style-type: none"> <li>1. I am a male over the age of 40 and former employee of U.S. Bancorp ("US Bank")</li> <li>2. I was employed by US Bank from approximately January 9, 2017 until May 15, 2018, my date of termination.</li> <li>3. During my employment, I witnessed and was subjected to sexually inappropriate, unwelcome, and harassing behavior and comments in the workplace, including by one of my supervisors, John Gemrich, Senior Vice President of Lending Services.</li> <li>4. During my employment, Mr. Gemrich frequently made sexually inappropriate comments about females which I found unwelcome, offensive, and degrading to myself and to women in general.</li> <li>5. By way of example, Mr. Gemrich would repeatedly make statements about how much "p***y he gets," how he can "hit any p***y he wants," that he considers himself to be a "f***ing unicorn on the dating scene," and that he can "get any girl he wants."</li> <li>6. Mr. Gemrich also sent an inappropriate and demeaning e-mail regarding one of his female subordinates to multiple other employees. A complaint was submitted to HR by this employee's manager regarding this e-mail, to which Mr. Gemrich responded during a staff meeting what a "bitch she was for going to HR."</li> <li>7. Mr. Gemrich's behavior permeated throughout the workplace, and created a hostile work environment for myself and others.</li> <li>8. I consulted with at least three of my direct reports, each of which also conveyed to me the inappropriate, demeaning, and harassing comments Mr. Gemrich made to them and others.</li> <li>9. Following a complaint (#127146408) to US Bank's Ethics line, initiated by my co-worker Mark Pannek, I was interviewed by US Bank's HR Business Partner, Laurie Gray. During my interview with Ms. Gray, I conveyed the same concerns, comments, and behaviors that I (and others on my team) had witnessed with respect to Mr. Gemrich.</li> <li>10. Shortly thereafter, on May 15, 2018, myself and Mark Pannek were terminated.</li> </ol>		

11. In terminating my employment, US Bank claimed it was due to a "reorganization" and that the Company "simply did not have another available role" for me.
12. Despite claiming there was no other available role, there were at least two open risk management positions at that time, both of which directly reported to Mr. Bolton, and for which I was highly qualified given my years of experience in the field.
13. I was also selected for termination despite being more qualified than other younger, less experienced employees on my team.
14. This reason for my termination is false, and the real reason for my termination was in retaliation for my opposition to Mr. Gemrich's sexually inappropriate behavior, and my participation in US Bank's investigation into complaints about a hostile work environment.
15. The reason for my termination was also based on my age.

This charge is not dual filed with the OCRC. No investigation by the OCRC is requested as I wish to retain my rights to pursue a claim against US Bank for discrimination and retaliation under Ohio law; any submission of this charge to the OCRC should be done only to protect federal rights.

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p>	<p><b>NOTARY – When necessary for State and Local Agency Requirements</b></p>
<p>I declare under penalty of perjury that the above is true and correct.</p> <p><u>7/24/18</u> <u>TM</u>  <small>Date</small> <small>Charging Party Signature</small></p>	<p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  <b>SIGNATURE OF COMPLAINANT</b></p> <p><b>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE</b>  <small>(month, day, year)</small></p> <p><i>J. Smith</i>  <small>JOSHUA M. SMITH, Attorney At Law  NOTARY PUBLIC - STATE OF OHIO  My commission has no expiration date  Sec. 147.03 R.C.</small></p>



EEOC, CINCINNATI AREA OFFICE

JUL 26 2018

RECEIVED